SEARCH PROSPECTUS:

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Earlham COLLEGE
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Earham College, an independent, national liberal arts college noted for its educational quality, progressive ethos, and Quaker heritage, seeks a Provost and Vice President for Academic Affairs. Earlham boasts a diverse student enrollment of 900 students hailing from 47 states and 54 countries, and is distinguished in the quality of its students, staff, and faculty. It is a Phi Beta Kappa institution, a Peace Corps Prep college, and one of the 40 Colleges That Change Lives. Since 1847, Earlham College has fostered a collaborative learning community that inspires and motivates students with transformative opportunities and experiences—so they can become catalysts for good in a changing world.

As the Chief Academic Officer, the College’s Provost serves as the key architect, advocate, and representative of the College’s academic program and faculty interests to both internal and external constituents. The Provost will build on Earlham’s excellence in the classroom and strengths in international and experiential education while bridging traditional academic boundaries on campus and beyond. The Provost reports directly to President Anne Houtman and consults with the Board of Trustees on matters of educational policy, faculty recruitment, professional development, and retention.
ABOUT EARLHAM COLLEGE

Earlham was founded in 1847 by Indiana Quakers to foster education rooted in respect, integrity, peace, simplicity and community. Today, the college still embodies those qualities and has consistently ranked among the top national liberal arts institutions in the country.

Located in Richmond, Indiana, Earlham’s beautiful 800-acre campus includes the undergraduate College, the Earlham School of Religion (ESR) and Bethany Theological Seminary, the official seminary of the Church of the Brethren, a historic peace church like the Quakers. Nearly 600 of its acres are woods, streams, ponds, old fields, and prairie used for scientific research and recreation. Earlham possesses one of the highest endowments per student in the country. Since 1998, Earlham has expanded, renovated, and constructed major campus buildings – academic, residence halls and athletic facilities – representing an investment of over $70 million.

Sustainability is a key value at Earlham, and the College is engaged in multiple efforts to balance the environmental, economic, and social impacts of campus operations. From recycling to energy conservation to intentional investment choices, these efforts reflect collaboration among many different offices on campus to achieve Earlham’s sustainability goals. Earlham’s sustainability efforts are recognized with a silver rating by the international Sustainability Tracking, Assessment & Rating System (STARS).

Earlham is accredited, since 1913, by the Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools. In 2014, Earlham received a full 10-year renewal of its accreditation.

MISSION
The mission of Earlham College is to provide the highest quality undergraduate education in the liberal arts, including the sciences, shaped by the distinctive perspectives of the Religious Society of Friends (Quakers).

VISION
Earlham is committed to a vision that promotes the centrality of teaching and learning. It intends to create an environment where innovative approaches to teaching and learning are developed and implemented.
STRATEGIC GOALS
In this rapidly changing time, Earlham is operating under the following broad strategic goals. Each area of campus is developing initiatives in alignment with these goals.

• Build a financially sustainable path forward for Earlham.
• Recruit, retain and support a welcoming, diverse and inclusive community of faculty, staff and students.
• Maintain Earlham’s full ability to access government funding.
• Improve student success and the student experience.
• Establish strong and enduring relationships on- and off-campus.
• Support ESR in expanding its impact through increased enrollment and financial best practices.

ACCOLADES
Earlham consistently ranks among U.S. News and World Report’s top national liberal arts institutions, and the College has one of the nation’s best classroom experiences, according to The Princeton Review. Beyond these rankings, many prestigious organizations — including the Rhodes Foundation, Fulbright U.S. Student Program, the Watson Foundation, and the Lilly Foundation — invest in Earlham’s students, academic programs, and facilities.

• Earlham is one of the select 40 Colleges That Change Lives.
• U.S. News & World Report ranks Earlham 28th for “Best Undergraduate Teaching” and 29th for “Best Value” among the nation’s top liberal arts colleges.
• The Princeton Review ranks Earlham in the nation’s Top 20 for “Best Classroom Experience” among all liberal arts colleges.

• Earlham has produced two Rhodes Scholars in the last four years, including the first students to be selected for the scholarship from Afghanistan and the State of Palestine.
• Through the EPIC Advantage, Earlham is one of the few institutions in the country to offer a funded internship, research experience, or project to every student before graduation.
• Earlham is a national leader in the percentage of students who earn advanced degrees, including the Ph.D., and is ranked in the 98th percentile among 1,533 institutions in the percentage of graduates who go on to receive a Ph.D.

RICHMOND
Located in Wayne County in eastern Indiana, Richmond is home to a population of 35,000. Richmond has been named the top small city in Indiana by the Cities Journal and has a rich heritage of music, culture, and architecture. Earlham College and the community enjoy a strong, mutually beneficial connection, with students participating in many local internships and service opportunities. Earlham’s day-to-day operations contribute more than $50 million toward the local economy each year. With nearly 400 employees, Earlham is one of the top 10 employers in Wayne County; Earlham employees are deeply involved in the community and often serve on the boards of local organizations and nonprofits. Residents of Richmond and Wayne County enjoy a high quality of life. The area is home to excellent schools, deep history, a multitude of outdoor recreation opportunities, a year-round farmers’ market, and a range of dining options from intimate bistros and quaint cafes to upscale restaurants and family-friendly eateries. Richmond is an easy drive to Indianapolis, Dayton, and Cincinnati.
Earlham provides its undergraduate students with more than 40 courses of study, a 3+1 education program that results in a Master of Arts in Teaching, and several graduate degrees at the Earlham School of Religion. In addition to these programs, Earlham also offers applied minors for students seeking to integrate their academics with other experiences, and pre-professional programs in pre-engineering, pre-law and pre-health. Applied minors are distinctive programs based around a theme and allow students to make direct connections between academic interests and co-curricular activities. Each applied minor creates a space for students to integrate 4-6 academic courses, co-curricular work such as service or athletics, and a final project appropriate to the content. Through these programs, students become active, involved learners. In the last 10 years, Earlhamites have won 26 Fulbright awards, 13 Watson Fellowships and two Rhodes Scholarships—some of the most prestigious awards available for international study and travel. More than 60 percent of Earlham students spend a semester or more studying abroad before graduation.

In accordance with its mission, the teaching-learning process at Earlham is shaped by a view of education as a process of awakening the “teacher within,” so that its students become lifelong learners. Students and faculty are encouraged to interact with each other as persons and to learn from each other in a cooperative community – particularly through collaborative student/faculty research, leading eighty-five percent of faculty to collaborate with students in their research. At Earlham College, this education is carried on with a global concern for improving human society by educating the leaders and change agents of the future. Therefore, Earlham stresses global education, peaceful resolution of conflict, equality of persons, and high ethical standards of personal conduct.

This mission-driven pedagogy requires selection of an outstanding and caring faculty committed to creating an open, cooperative learning environment, and the College provides for the continuous support and development of this faculty. With 111 full-time and 11 part-time faculty, the College has a student-faculty ratio of 9:1 and an average class size of 12. Ninety-five percent of faculty have terminal degrees in their fields.

Earlham’s signature academic and co-curricular program, the EPIC Journey, is designed to help students connect their academic and personal passions with their professional and life goals. Combining a multi-disciplinary approach to addressing world problems, EPIC is a four-year journey through the liberal arts that integrates excellent classroom experiences with transformative learning experiences, including research, study abroad, internships, and leadership development. This four-year scaffolded program is supported by five centers including Center for Entrepreneurship and Innovation, Center for Environmental Leadership, Center for Social Justice, Center for Global Health, and Center for Global and Career Education. The EPIC Advantage guarantees that every Earlham student has the opportunity to participate in at least one funded, significant career-discerning experience, such as an internship or student-faculty research experience.

Earlham’s success in integrative and collaborative education are evident through student award-winning work and scholarly opportunities, including the following: Earlham students won the Hult Prize, the world’s largest student competition for social good, resulting in a $1 million award in start-up capital for their Magic Bus project; currently, Earlham students are working with an Indianapolis nonprofit to address Indiana’s soaring infant and maternal mortality rates; a group of students recently placed third in the national Up to Us campaign competition, which builds awareness and activism around the U.S. national debt.

For nearly 175 years, Earlham graduates have made a positive difference in their fields and the larger world. Among Earlham’s notable alumni are Margaret Hamilton ’58, a computer scientist who helped create the on-board flight software for NASA’s Apollo and Skylab missions and the Space Shuttle, and who received the Presidential Medal of Freedom, the highest civilian honor in the United States; Michael C. Hall ’93, who won a Screen Actors Guild Award and a Golden Globe Award for his role in Dexter; Wendell Meredith Stanley ’26, a biochemist, virologist and Nobel laureate; and Zitkála-Šá, who attended Earlham in the late 1890s and whose books were among the first works to bring traditional Native American stories to a widespread white English-speaking readership.
According to the National Survey of Student Engagement (NSSE), Earlham’s students are bright, hardworking, and, compared with other institutions, report a larger number of books read, papers written, interactions with professors, and other predictors of successful educational outcomes. Ninety-four percent of Earlham’s 900 undergraduate students live in college housing, which fosters lasting impact through lifelong relationships. Housing options include on-campus residence halls, apartments, and a variety of college houses surrounding campus, all of which house a different “Theme Community” or “Friendship Community.”

The Earlham student body is among the nation’s most diverse of 100 nationally selective liberal arts colleges. A quarter of the College’s students identify as domestic minorities and another 20 percent come to Earlham from homes outside the United States. *U.S. News & World Report* (2019) ranked Earlham fourth nationally in international diversity. Earlham’s classrooms, clubs and activities benefit from the wide variety of perspectives and experiences its students bring.

Student community and social engagement includes 65,750 reported hours of community engagement. All students have the opportunity to join in the over 60 service, cultural, political, religious, and special interest clubs. Earlham sponsors 17 NCAA Division III sports teams, with most “Quakers” competing in the Heartland Collegiate Athletic Conference. Non-varsity sports include a student-run equestrian team, an Ultimate Frisbee club team, and esports.
Earlham is rooted in a belief in respect for persons and equality, and this is reflected in the governance of the College. Earlham’s leadership and administration are made up of outstanding and caring community members who are dedicated to providing an education of the highest quality. The College’s president, Cabinet, Board of Trustees, administrative offices, and academic departments use consensus and consultation in their decision-making, creating an open and cooperative environment for faculty, students and staff.

Governance at Earlham grows out of the Quaker consensus decision-making process and requires consultation, reflection, and full participation. At the same time, there are occasions when leaders must make decisions. Therefore, they stand in a position that requires a keen sense of when decisions should be made by designated groups, when they must be made by responsible individuals, and when a decision must await further process. In all cases a concern for process and an expectation of sufficient consultation is integral to campus governance.

PRESIDENT ANNE M. HOUTMAN
Anne Houtman, a distinguished educator, scientist, author, and higher education leader, became the 20th president of Earlham College and the Earlham School of Religion on July 1, 2019. She came to Earlham from Rose-Hulman Institute of Technology, where she served as Provost and Vice President for Academic Affairs. She holds a doctorate from the University of Oxford in Zoology and a master’s degree in anthropology from UCLA. She earned her bachelor’s from Pomona College. Anne is a Quaker and is the first woman to serve as president of Earlham. Previously, Anne served as Dean of the School of Natural Sciences, Mathematics and Engineering at California State University Bakersfield, and as Head and Professor at the Thomas H. Gosnell School of Life Sciences at Rochester Institute of Technology. Earlier in her career, she held faculty positions at California State University Fullerton, Soka University of America, and Knox College. She has authored numerous textbooks and articles on scientific and pedagogical topics and is a trustee of the College Board.
The next Provost and Vice President for Academic Affairs at Earlham College will have the opportunity to lead on several key initiatives, including:

WIDENING THE PATH TO AN EARLHAM EDUCATION
The next Provost will work with the president and other cabinet officers to widen the path to an Earlham education and expand the breadth of the College’s academic offerings while maintaining the College’s well-recognized strengths in classroom teaching and learning.

LEAD AND ADVOCATE FOR STUDENT LEARNING
Earlham is notable for the depth of its faculty’s commitment to student learning, which is a key component of the institution’s mission and value proposition to potential students. The College needs an innovative Provost who will lead in shaping the curriculum in ways that matter to students after graduation and appeal to prospective students and their families. This will involve an integrated approach to aligning students’ academic, co-curricular, and professional pursuits. The Provost will lead the academic enterprise to find ways to keep what is precious within this extraordinary education and envision what needs to be created and developed for current and future Earlham students.

BUILD INNOVATION IN ALIGNMENT WITH INSTITUTIONAL STRENGTHS
Earlham is also distinguished by robust faculty-led international and experiential opportunities for students, which are developed beyond the classroom as students are abroad as well as in the College’s labs and field sites. More than sixty percent of Earlham students study abroad and twenty percent of students are international. The College’s Center for Global and Career Education connects to a range of multidisciplinary programs with strong experiential components. The Provost will enhance undergraduate offerings related to these strengths, while also developing select graduate programs that are aligned with these priorities.

LEVERAGE OPPORTUNITIES IN A DISTINCT INSTITUTIONAL CULTURE AND CLIMATE
In addition to the exceptional faculty, the Provost will partner with Earlham’s leadership team, which is extremely collegial and committed to working across boundaries. The successful candidate will find ready partners in a cabinet that functions at a very high level in an environment rooted in mutual respect, the value of diversity, and consensus. At Earlham, the term faculty is used more broadly than at most institutions, and colleagues from across campus focus on how the College’s students are going to learn and thrive.
RESPONSIBILITIES

Earlham’s Provost will:

• Champion a robust liberal arts curriculum.
• Lead in advocating for, and implementing, institutional strategic objectives.
• Actively participate within Earlham’s distinctive consensus government structure.

• Demonstrate genuine enthusiasm for faculty mentorship and possess a facility for the political and operational mechanics of academic administration.
• Embrace Earlham’s mission and be comfortable representing all aspects of the College’s ideals, vision, culture, and heritage.

QUALIFICATIONS

The Provost and Vice President for Academic Affairs must have:

• A terminal degree in their field and a record of teaching, research, and service eligible for appointment with tenure at the rank of full professor at Earlham College.
• A history of significant and progressive higher education leadership appropriate to this role.
• A demonstrated commitment to fostering diversity, equity, and inclusion in higher education.

The ideal candidate should have:

• A commitment to outstanding classroom instruction and to the value of a liberal arts experience that aligns with Earlham’s history of excellence in these areas, including international and experiential education.
• Demonstrated experience as an advocate for faculty and the ability to span traditional academic boundaries.
• Experience in academic budgeting, strategic planning, committee service, and institutional accreditation and assessment practices.
• A record of success in faculty recruiting and development, including recruiting and retention of faculty members from historically underrepresented groups.
• Confidence in public speaking, with a high degree of comfort in engaging with both academic and non-academic audiences.
HOW TO APPLY

The position is open until filled, but applications received by **Monday, August 16** will be given full consideration. Applications should include: 1) a detailed letter of interest; 2) a current curriculum vitae (CV); and 3) a list of five professional references with contact information. References will not be contacted without explicit permission from the candidate.

Inquiries, nominations, and applications may be sent in confidence to: [EarlhamProvost@academicsearch.org](mailto:EarlhamProvost@academicsearch.org)

Earlham College is being assisted by Academic Search. Confidential discussions may be arranged by contacting Ann Die Hasselmo ([ann.hasselmo@academicsearch.org](mailto:ann.hasselmo@academicsearch.org)) or Chris Butler ([chris.butler@academicsearch.org](mailto:chris.butler@academicsearch.org)).

Earlham College is an Equal Opportunity Employer that seeks applications from candidates who contribute to diversity in terms of race, ethnicity, age, religious affiliation, gender, sexual orientation, gender identity, disability, and veteran status, among other distinctions and contributions. As a College with a Quaker identity, Earlham also is eager to solicit applications from members of the Religious Society of Friends (Quakers).
ABOUT ACADEMIC SEARCH

Academic Search is assisting Earlham College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.